Revision of Pay Scales of Teachers in Agricultural Universities, Government-Aided Colleges, Affiliated Colleges as per 7th Central Pay Commission and UGC/ ICAR Regulations on minimum qualifications for appointment of teachers and other academic staff in Agricultural universities and colleges and measures for the maintenance of standards in Higher Education.

GOVERNMENT OF MAHARASHTRA
Agriculture, Animal Husbandry, Dairy Development and Fisheries Department
Government Resolution No: AUG-3719/CR-41/6-A
Mantralaya Annex, Mumbai – 400 032.
Date: 12th August, 2021

Read:-

1. Agriculture, Animal Husbandry, Dairy Development and Fisheries Department Government Resolution No: AUG 1109/CR-252/6-A, dated 18th March, 2010.
2. Government of India, MHRD Letter No. 1-7/2015-U.II/(I) dated 2nd November, 2017.
3. University Grants Commission Letter no.F.No.23-4/2017(PS) dated 31st January, 2018.
4. The Gazette of India: Extraordinary, Part III-Section 4, dated 18th July, 2018.
5. The Gazette of Govt. of Maharashtra, Finance Department : Extraordinary Section 4 (a) dated 30th January, 2019.
6. Government of India, MHRD Letter No. 1-4/2017-U.II dated 1st February, 2019
7. Government Circular, Finance Dept:No. RPS-2019/CR-8/SER-9, dated 20th February, 2019.
8. Higher & Technical Education Dept. Govt. Resolution No. Misc-2018/C.R.56/18/ UNI-1, dated 08th March, 2019.
9. Finance Dept Government Circular No. RPS-2019/CR-15/SER-9.dated 14th May, 2019.
10. Finance Dept Government Circular No.. RPS-2019/CR-8/SER-9.dated 30th May, 2019.
11. Ministry of Human Resources Development letter no.1-4/2017-U.II dt.28.01.2019
12. Agriculture, Animal Husbandry, Dairy Development and Fisheries Department Corrigendum No: AUG 1109/CR-252/6-A, dated 20th September, 2010
13. Indian Council of Agricultural Research, New Delhi Letter No: Agril.Edn.17(8) /2018-A &P dated 30.05.2018
14. Agriculture, Animal Husbandry, Dairy Development and Fisheries Department Government Resolution No: Sankirna- 1517/CR-497/6-A, dated 24.08.2018
15. Higher & Technical Education Dept. Corrigendum No. Misc-2018/C.R.56/18/ UNI-1, dated 10th May, 2019.

Preamble:-

University Grants Commission vide its Gazette notification dated 18th July, 2018 referred to No. 4 above has revised the pay scales of teachers and equivalent cadres in the Central Universities subject to various provisions of the scheme of revision of pay scales as contained in the said notification and regulations to be framed by the UGC in this behalf. Indian Council of Agricultural Research, New Delhi has communicated to the SAUs vide its letter No: F No Agril. Edn.17(8)/2018-A&P dated 30.05.2018 that if the State Government adopts the revised University Grants Commission pay scales for Agricultural Universities in the State, the Central Government will provide 50 % of the additional expenditure involved in giving effect to the revision of pay scales. The remaining 50 % of the expenditure will be borne by the State Government from its own resources without passing any liabilities to the State Agricultural Universities. This central assistance will be available for the period from 1st January, 2016 to 31st March, 2019. The State government will take over the entire responsibilities for maintaining the revised pay scales onwards with effect from 1st April, 2019.

Resolution: -

The question of revision of Pay Scales of teachers in the State Agricultural Universities and two affiliated colleges under Dr. Panjabrao Deshmukh Krishi Vidyapeeth, Akola (Shri Shivaji College of Agricuture, Amravati, Anand Niketan College of Agriculture, Warora) Directors/Instructors of Physical Education/ Sports Officer / Physical Training Instructor and Librarians of State Agricultural Universities, their constituent and affiliated colleges was under the consideration of the Government.

The Government has decided to extend the benefit of the revised University Grants Commission pay scales as adopted by the Indian Council of Agricultural Research to the academic staff working in all the Agricultural Universities and two affiliated colleges under Dr. P.D. K. V, Akola as well to Directors/Instructors of Physical Education/ Sports Officers/ Physical Training Instructor and Librarians, their constituent and affiliated colleges in the State with retrospective effect from 1st January, 2016. The Government is therefore, pleased to direct that the revised University Grants Commission pay scales as shown in the Appendix - I shall be made applicable with retrospective effect from 1st January, 2016 to all the academic, research and extension staff members working in all the State Agricultural Universities and affiliated colleges irrespective of whether they are working in colleges or post-graduate college/ University run by the Agricultural Universities in the State and who have the requisite qualifications mentioned in the University statutes published from time to time. The pay scales as shown in Appendix - I shall be made applicable to the Directors / Instructors of Physical Education/ Sports Officer and Librarians of the State Agricultural Universities, their constituent and affiliated colleges with retrospective effect from 1st January, 2016**.**

Further, the rules/norms and qualifications for the recruitment and promotion will be as per the prevailing Acts and Statutes of the Agricultural Universities as approved by the State Government from time to time.

1.0. The Government after considering all the aspects has decided:

To revise pay scales of all teachers and equivalent cadres w.e.f. 01/01/2016 as per the Central Government (UGC/ ICAR) scheme while other allowances and terms and conditions as per the State Government employees;

2.0 General:

(i) There shall be only three designations in respect of teachers in Universities and colleges, namely, Assistant Professors, Associate Professors and Professors. However, there shall be no change in the present designation in respect of Librarian and Physical Education Personnel at various levels.

(ii) No person shall be eligible to be appointed, promoted or designated as Professor, unless he or she possesses a Ph.D. and satisfies other academic conditions, as laid down by the University Grants Commission (UGC) / Indian Council of Agricultural Research, (ICAR) New Delhi/ Act and Statute of the Agricultural Universities from time to time. This shall, however, not affect those who are already designated as 'Professor'.

(iii) The date of implementation of terms and conditions shall be the date of issue of this government resolution.

(iv) Unaided colleges/unaided institutes will not be entitled for any financial assistance from the state government and similarly in case of aided institutes, the government assistance will only be limited to the posts approved by the Government from time to time.

(v) The revised scales are not applicable to teachers who retired on or before 31.12.2015 and who worked on re-employment on that date, including those whose period of re-employment was extended after that date.

3.0 Recruitment and Qualifications

3.1 The direct recruitment to the posts of Assistant Professor in Colleges and Assistant Professor, Associate Professor, Professor and Senior Professor in the Universities, shall be on the basis of merit through an all-India advertisement, followed by selection by a duly-constituted Selection Committee as per the provisions made in UGC notification referred at sr. no. 4 above. These provisions shall be incorporated in the statutes/Ordinances of the university concerned. The composition of such a committee shall be as specified in these UGC notification ref. at sr. no. 4 above.

3.2 The minimum qualifications required for the post of Assistant Professor, Associate Professor, Professor, Senior Professors, Associate Dean/Principals, Dean and Director, Assistant Librarian, Deputy Librarian, Librarian, Assistant Professor Physical Education and Sports, Physical Training Instructor, University Sport Officer shall be as specified by the UGC, ICAR in its regulations and accepted by State Government time to time.

3.3 I. The National Eligibility Test (NET) or State Eligibility Test (SET) shall remain the minimum eligibility for appointment of Assistant Professor and equivalent positions wherever provided in UGC Regulations, 2018.

Provided that candidates who have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulation, 2009, or the University Grants Commission (Minimum Standards and Procedure for Award of M. Phil/Ph.D. Degree)Regulation, 2016, and their subsequent amendments from time to time, as the case may be, shall be exempted from the requirement of the minimum eligibility condition of NET /SET for recruitment and appointment of Assistant Professor or any equivalent position in any University, College or Institution.

Provided further that the award of degree to candidates registered for the M. Phil/Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institutions awarding the degree. All such Ph.D. candidates shall be exempted from the requirement of NET/ SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/ Colleges/ Institutions subject to the fulfillment of the following conditions:

a) The Ph.D. degree of the candidate has been awarded in regular mode only;
b) The Ph.D. thesis has been evaluated by at least two examiners;
c) An open Ph.D. viva voce of the candidate has been conducted;
d) The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a referred journal;
e) The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars/sponsored/funded/supported by the UGC/ICAR/CSIR or any similar agency.

The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic affairs) of the University concerned.

II. The clearing of NET/SET shall not be required for candidates in such disciplines for

which NET/SET has not been conducted. However, Ph.D. degree shall remain the minimum eligibility for appointment of Assistant Professor and equivalent positions in such disciplines wherever provided in UGC Regulations, 2018.

3.4 A minimum of 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed) at the Master's level shall be the essential qualification for direct recruitment of teachers and other equivalent cadres at any level.

I. A relaxation of 5% shall be allowed at the Bachelor's as well as at the Master‘s level for the candidates belonging to Scheduled Caste/Scheduled Tribe/Other Backward Classes (OBC)(Non-creamy Layer)/Differently- abled ((a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness) for the purpose of eligibility and assessing good academic record for direct recruitment. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever the grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based only on the qualifying marks without including any grace mark procedure.

3.5 A relaxation of 5% shall be provided, (from 55% to 50% of the marks) to the Ph.D. Degree holders who have obtained their Master's Degree prior to19 September, 1991.

3.6 A relevant grade which is regarded as equivalent of 55%, wherever the grading system is followed by a recognized university, at the Master's level shall also be considered valid.

3.7 The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Professor.

3.8 The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Associate Professor.

3.9 The Ph.D. Degree shall be a mandatory qualification for promotion to the post of Assistant Professor (Selection Grade/Academic Level 12) in Universities.

3.10 The Ph.D. Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor in Universities with effect from 01.07.2021.

3.11 The time taken by candidates to acquire M.Phil. and / or Ph.D. Degree shall not be considered as teaching/research experience to be claimed for appointment to the teaching positions. Regular faculty members up to twenty per cent of the total faculty strength (excluding faculty on medical / maternity leave) shall be allowed by their respective institutions to take study leave for pursuing Ph.D. degree.

4.0 Direct Recruitment

4.1 Assistant Professor

Eligibility (A or B):

A. 1) A Master‘s degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in a concerned/relevant/allied subject from an Indian University, or an equivalent degree from an accredited foreign university.

2) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the ICAR, or a similar test accredited by the UGC, like SET or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SET :

Provided the candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institution awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/ SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfillment of the following conditions:

a) The Ph.D. degree of the candidate has been awarded in regular mode only;
b) The Ph.D. thesis has been evaluated by at least two examiners;
c) An open Ph.D. viva voce of the candidate has been conducted;
d) The candidate has published two research papers from his/her Ph.D. work, out of which atleast one is in a referred journal;
e) The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars, sponsored/funded/supported by the UGC/ICAR/CSIR or any similar agency.

The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic affairs) of the University concerned.

Note:

NET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SET is not conducted. However, Ph.D. degree shall remain the minimum eligibility for appointment of Assistant Professor in such disciplines.

OR

B. The Ph.D. degree has been obtained from a foreign university/institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following:

(i) Quacquarelli Symonds (QS) ;

(ii) the Times Higher Education (THE) or

(iii) the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai).

Note: The Academic score as specified in Appendix II (Table 3A) for Universities, and Appendix II (Table 3B) for Colleges, shall be considered for short-listing of the candidates for interview only, and the selections shall be based only on the performance in the interview.

II Associate Professor

Eligibility:

i. A good academic record, with a Ph.D. Degree in the concerned/allied/relevant disciplines;

ii. A Master‘s Degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed);

iii. A minimum of eight years of experience of teaching and / or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution/industry with a minimum of seven publications in the peer-reviewed or UGC-listed journals/NAAS rated journals (National Academic Agricultural Sciences) and a total research score of Seventy Five (75) as per the criteria given in Appendix II, Table 2.

III Professor

Eligibility (A or B)

A.

i) An eminent scholar having a Ph.D. degree in the concerned/allied/relevant discipline, and published work of high quality, actively engaged in research with evidence of published work with, a minimum of 10 research publications in the peer-reviewed or UGC-listed journals/NAAS rated journals (National Academic Agricultural Sciences) and a total research score of 120 as per the criteria given in Appendix II, Table 2.

ii) A minimum of ten years of teaching experience in university/college as Assistant Professor/Associate Professor/Professor, and / or research experience at equivalent level at the University/National Level Institutions with evidence of having successfully guided doctoral candidate.

OR

B. An outstanding professional, having a Ph.D. degree in the relevant/allied/applied disciplines, from any academic institutions (not included in A above) / industry, who has made significant contribution to the knowledge in the concerned/allied/relevant discipline, supported by documentary evidence provided he/she has ten years' experience.

IV. Senior Professor in Universities

Up to 10 percent of the existing sanctioned strength of Professors in the university may be appointed as Senior Professor in the universities, through direct recruitment. The scheme shall be applicable to directly recruited Professors only.

Eligibility:

i. An eminent scholar with good track record of high-quality research publications in Peer-reviewed or UGC-listed journals/NAAS rated journals (National Academic Agricultural Sciences), significant research contribution to the discipline, and engaged in research supervision.

ii. A minimum of ten years of teaching/research experience as Professor or an equivalent grade in a University, College or an institute of national level.

iii. The selection shall be based on academic achievements, favourable review from three eminent subject experts who are not less than the rank of Senior Professor or a Professor of at least ten years experience.

iv. The selection shall be based on ten best publications in the Peer-reviewed or UGC -listed journals/NAAS rated journals (National Academic Agricultural Sciences) and award of Ph.D. degrees to at least two candidates under his/her supervision during the last 10 years and interaction with the Recruitment Board constituted as per these Rules.

V. Associate Dean / Principals:

A. Eligibility:

i. Ph.D. degree;

ii. Professor/ Associate Professor with a total service/ experience of at least fifteen years of teaching/research in Universities, Colleges and other institutions of higher education;

iii. A minimum of 10 research publications in peer-reviewed or UGC-listed journals/NAAS rated journals (National Academic Agricultural Sciences)

iv. A minimum of 110 Research Score as per Appendix II, Table 2

B. Tenure:

An Associate Dean / Principals shall be appointed for a period of five years, extendable for another term of five years on the basis of performance assessment by the Recruitment Board constituted as per Maharashtra Agricultural Universities Act Committee appointed by the University, constituted as per these Rules.

VI. Dean and Directors:

A. Eligibility:

i. Ph.D. degree with 18 years of experience in teaching/research in Universities, Colleges and other institutions of higher education; which shall include five years experience as a Professor.

ii. A minimum of 10 research publications in peer-reviewed or UGC-listed journals/NAAS rated journals (National Academic Agricultural Sciences;

iii. A minimum of 110 Research Score as per Appendix II, Table 2

B. Tenure:

Dean and Directors shall be appointed for a period of five years, extendable for another term of five years on the basis of performance assessment by the Recruitment Board constituted as per Maharashtra Agricultural Universities Act Committee appointed by the University, constituted as per these Rules.

4.2 I. Assistant Librarian/ College Librarian

1 A Master‘s degree in Library Science, Information Science or Documentation Science or an equivalent professional degree, with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).

2 A consistently good academic record, with knowledge of computerization of a library.

3 Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR, or a similar test accredited by the UGC, like SET or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be.

Provided that, the candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institutions awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/ SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfillment of the following conditions:

a) The Ph.D. degree of the candidate has been awarded in regular mode only;

b) The Ph.D. thesis has been evaluated by at least two examiners;

c) An open Ph.D. viva voce of the candidate has been conducted;

d) The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a referred journal;

e) The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars, sponsored/funded/supported by the UGC/CSIR/ICSSR or any similar agency.

The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic affairs) of the University concerned.

Note:

NET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SET is not conducted. However, Ph.D. degree shall remain the minimum eligibility for the appointment in such disciplines.

II. University Deputy Librarian

i. A Master's Degree in Library Science/Information Science/Documentation Science, with at least 55% marks or an equivalent grade in a point –scale, wherever grading system is followed;

ii. Eight years experience as an Assistant University Librarian/College Librarian;

iii. Evidence of innovative library services including integration of ICT in library;

iv. A Ph.D. Degree in Library Science/ Information Science / Documentation Science/Archives and manuscript keeping/computerization of library.

III. University Librarian

i. A Master's Degree in Library Science/Information Science/Documentation Science with at least 55% marks or an equivalent grade in a point –scale, wherever grading system is followed;

ii. At least ten years as a Librarian at any level in University Library or ten years of teaching as Assistant/Associate Professor in Library Science or ten years' experience as a College Librarian;

iii. Evidence of innovative library services, including the integration of ICT in a library;

iv. A Ph.D. Degree in Library Science/Information Science/Documentation Science /Archives and manuscript-keeping.

4.3 I. Assistant Professor of Physical Education/ Physical Training Instructor

Eligibility (A or B):

A.

1 A Master's degree in Physical Education and Sports or Physical Education or Sports Science with 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).

2 Record having represented the University/ College at the inter-university/inter collegiate competitions or the State and /or National championships.

3 Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR, or a similar test accredited by the UGC, like SET or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be.

Provided that, the candidates registered for the Ph.D. degree prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institutions awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/ SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfillment of the following conditions:

a) The Ph.D. degree of the candidate has been awarded in regular mode only;

b) The Ph.D. thesis has been evaluated by at least two examiners;

c) An open Ph.D. viva voce of the candidate has been conducted;

d) The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a referred journal;

e) The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars, sponsored/funded/supported by the UGC/CSIR/ICSSR or any similar agency.

The fulfillment of these conditions (a) to (e) is to be certified by the Registrar or the Dean (Academic affairs) of the University concerned.

Note:

1) NET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SET is not conducted. However, Ph.D. degree shall remain the minimum eligibility for the appointment in such disciplines.
2) Passed the physical fitness test conducted in accordance with these Rules.

OR

B. An Asian game or commonwealth games medal winner who has a degree at least at Post-Graduation level.

II. University Sports officer

Eligibility (A or B):

A.

i. A Ph.D. in Physical Education or Physical Education and Sports or Sports Science. Candidates from outside the university system, in addition, shall also possess at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master‘s Degree level by the university concerned;

ii. Ten years experience in Physical education and Sports as University Assistant Director of Physical Education and Sports /College Director of Physical Education and Sports;

iii. Evidence of organizing competitions and conducting coaching camps of at least two weeks duration;

iv. Evidence of having produced good performance of teams/athletes for competitions like state/national/inter-university/combined university, etc;

v. Passed the physical fitness test in accordance with these Rules.

OR

B. An Olympic games/ world cup/ world Championship medal winner who has a degree at least at the Post- Graduation Level.

IV Physical Fitness Test Norms

a) Subject to the provisions of these Rules, all candidates who are required to undertake the physical fitness test are required to produce a medical certificate certifying that he/she is medically fit before undertaking such tests.

b) On the production of such certificate mentioned in sub-clause (a) above, the candidate would be required to undertake the physical fitness test in accordance with the following norms:

Norms For	Run/ Walk Test	Upto 30 Years	Upto 40 Years	Upto 45 Years	Upto 50 Years
Men	12 Minutes Run/ Walk Test	1800 metres	1500 metres	1200 metres	800 metres
Women	8 Minutes Run/ Walk Test	1000 metres	800 metres	600 metres	400 metres

5.0. Revised Pay for teachers and equivalent positions:

(I) Pay Fixation Method

The revised pay structure for different categories of teachers and equivalent positions is based on the following:

a) The formula followed by the 7th CPC is followed in the academic pay structure, moving from the concept of Pay Band and Academic Grade Pay to that of Academic Levels, Index of Rationalization and Cells.

b) The First academic level (corresponding to AGP of Rs.6000) is numbered as Academic level 10. Similarly, the other Academic levels are 11, 12, 13A, 14 and 15.

c) Each cell in an Academic level is at 3% higher than the previous cell in that level.

d) The Index of Rationalization (IOR) is 2.67 for present AGP less than Rs.10, 000 and 2.72 for the AGP of Rs.10, 000 and above.

e) The entry pay of pre-revised and revised for each level is as follows:

Level	Academic Grade Pay (Rs.)	Pre-revised Entry Pay (Rs.) (6th PC)	Revised Entry Pay (Rs.) (7th PC)
10	6,000	21,600	57,700
11	7,000	25,790	68,900
12	8,000	29,900	79,800
13A	9,000	49,200	1,31,400
14	10,000	53,000	1,44,200
15	--	67,000	1,82,200

f) The Pay matrix based on the above propositions on Academic Levels, Cells and Entry Pay is at **Appendix –I**.

g) For fixation of pay of an employee in the Pay Matrix as on 1st January, 2016, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the pre-revised structure as on 31st December, 2015 shall be multiplied by a factor of 2.57.

The figure so arrived at is to be located in the Academic Level corresponding to employee's Pay Band and Academic Grade Pay in the new Pay Matrix. If a Cell identical with the figure so arrived at is available in the appropriate Academic Level, that Cell shall be the revised pay, otherwise the next higher cell in that Academic Level shall be the revised pay of the employee. If the figure arrived at in this manner is less than the first cell in that Academic level, then the pay shall be fixed at the first cell of that Academic level.

(ii) Revised Pay for Teachers/Researchers in Universities and Colleges

Existing pay	Revised pay
Assistant Professor (at Rs. 6,000 AGP in PB Rs. 15,600- 39,100)	Assistant Professor (at Academic level 10 with rationalized entry pay of Rs.57,700/-)
Assistant Professor (at Rs. 7,000 AGP in PB Rs. 15,600- 39,100)	Assistant Professor (at Academic level 11 with rationalized entry pay of Rs.68,900/-)

Assistant Professor (at Rs. 8,000 AGP in PB Rs. 15,600- 39,100)	Assistant Professor (at Academic level 12 with rationalized entry pay of Rs.79,800/-)
Associate Professor (at Rs. 9,000 AGP in PB Rs. 37,400- 67,000)	Associate Professor (at Academic level 13A with rationalized entry pay of Rs.1,31,400/-)
Professor (at Rs.10,000 AGP in PB Rs. 37,400- 67,000)	Professor (at Academic level 14 with rationalized entry pay of Rs.1,44,200/-)
Professor (in HAG Scale/PB of Rs. 67,000-79,000)	Professor (at Academic level 15 with rationalized entry pay of Rs.1,82,200/-)

(iii) Revised Pay for Librarians in Universities and Colleges

Existing pay	**Revised pay**
Assistant Librarian/College Librarian (at Rs. 6,000 AGP in PB Rs. 15,600- 39,100)	Assistant Librarian/College Librarian (at Academic Level10 with rationalized entry pay of Rs.57,700/-)
Assistant Librarian (Senior scale) /College Librarian (Senior scale) (at Rs. 7,000 AGP in PB Rs. 15,600-39,100)	Assistant Librarian (Senior scale) /College Librarian (Senior scale) (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
Deputy Librarian / Assistant Librarian (selection grade) /College Librarian (selection grade) (at Rs. 8,000 AGP in PB Rs. 15,600- 39,100)	Deputy Librarian / Assistant Librarian (selection grade) / College Librarian (selection grade) (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)
Deputy Librarian / Assistant Librarian (selection grade) / College Librarian (selection grade) (at Rs. 9,000 AGP in PB Rs. 37,400- 67,000)	Deputy Librarian/ Assistant Librarian (selection grade) / College Librarian (selection grade) (at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-)
University Librarian (at Rs. 10,000 AGP in PB Rs. 37,400- 67,000)	University Librarian (at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-)

(iv) **Revised pay for Assistant Professor of Physical Education/ Physical Training Instructor/ Sports Officer in Universities and Colleges**

Existing pay	**Revised pay**
Assistant Professor of Physical Education / Sports Officer /Physical Training Instructor (at Rs. 6,000 AGP in PB Rs. 15,600- 39,100)	Assistant Professor of Physical Education / Sports Officer /Physical Training Instructor (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)
Senior Scale- Assistant Professor of Physical Education / Sports Officer/Physical Training Instructor (at Rs. 7,000 AGP in PB Rs. 15,600- 39,100)	Senior scale- Assistant Professor of Physical Education / Sports Officer /Physical Training Instructor (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
Selection Grade- Assistant Professor of Physical Education / Sports Officer /Physical Training Instructor (at Rs. 8,000 AGP in PB Rs. 15,600- 39,100)	Selection Grade- Assistant Professor of Physical Education / Sports Officer /Physical Training Instructor (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)

6.0. Revised pay of Vice- Chancellor of Universities:

I *Vice-Chancellor:*

The pay of the Vice Chancellor shall be fixed at Rs. 2, 10,000/- (fixed) (Figures obtained by

using the IOR of 2.81 on 75,000/- and rounding off the figures to nearest five thousand) with a special allowance of Rs.11, 250/- per month.

7.0. Revised Pay of Directors / Dean and Associate Dean / Principals in Universities / Colleges

The Pay of Directors / Dean and Associate Dean / Principals in Universities / Colleges shall be:

(i) Directors / Dean:

The Pay of Directors / Dean shall be equivalent to the pay of Professor i.e. at Academic Level 14 with rationalized entry pay of Rs. 1,44,200/- with a special allowance of Rs.6750/- per month.

(ii) Associate Dean / Principals:

The Pay of Associate Dean /Principals shall be equivalent to the pay of Professor i.e. at Academic level 14 with rationalized entry pay of Rs. 1,44,200/- with a special allowance of Rs. 4,500/- per month for Principals in UG college and Rs.6750/- for Principals in PG college.

Note:

i The existing academic pay scale of a person shall be protected on appointment as Directors / Dean and Associate Dean /Principals provided that the person was drawing salary on Government aided post.

ii Directors / Dean and Associate Dean /Principals would continue to have lien in their main academic post where they would continue to get notional promotions while they are functioning as Principals. After completion of their tenure as Directors / Dean and Associate Dean /Principals, they would go back to their academic post and draw salary due in such respective academic posts and would not continue to have the Directors / Dean and Associate Dean /Principals pay.

iii If a person appointed as Directors / Dean and Associate Dean /Principals joins his earlier position in the parent organization. he/she shall draw salary of his respective academic post and would not continue to have Directors / Dean and Associate Dean /Principals pay.

iv The special allowances shall be applicable from 01.07.2017 vide ref.no. 6

8.0 Incentives for Ph.D. and other Higher Qualification

There shall be no incentives in form of advance increments for obtaining Ph.D. and other higher qualification degrees with effect from 1.1.2016

9.0 Increment

i. The annual increment is given in the Pay Matrix at 3%, with each cell being higher by 3% over the previous cell in the same level, rounded off to nearest 100. The annual increments to each employee would move up in the same Academic level, with an employee moving from the existing cell in the Academic level to the immediate next cell in the same Academic level.

ii. There shall be two dates for grant of increment namely, 1st January and 1st July of every year, instead of existing date of 1st July, provided that an employee shall be entitled to only one annual increment on either one of these two dates depending on the date of appointment, promotion or grant of financial up-gradation.

10.0. Promotion

When an individual gets a promotion his new pay on promotion would be fixed in the pay

Matrix as follows:

On promotion, he would be given a notional increment in his existing Academic Level of Pay by moving him to the next higher cell at that level; and the pay shown in this cell would now be located in the new Academic level corresponding to the post to which he has been promoted. If a cell identical with that pay is available in the new level, that cell shall be the new pay, otherwise the next higher cell in that level shall be the new pay of the employee. If the pay arrived at in this manner is less than the first cell in the new level, then the pay shall be fixed at the first cell of that level.

11.0. Allowances and Benefits

The rate of allowances to the teachers shall be at par with the state government employees. (It shall be noted that House Rent Allowance of the State Government employees has been revised vide Finance Dept. Government Resolution No.HRA-2019/CR.2/SER-5 dated 5th February,2019.)

12.0. Leaves

Study leave, maternity leave, casual leave, medical leave shall be admissible to the teachers at par with the State Government employees.

13.0. Superannuation and Re-employment

The existing provisions on superannuation and re-employment of teachers shall continue as per the government policy decisions.

14.0. Consultancy Assignments

The consultancy Rules, terms conditions and the model of revenue sharing between institutions and consultant teachers shall be as per the State Government Rules.

15.0. Period of Probation and Confirmation

Period of Probation and Confirmation shall be as per the prevailing Acts and Statutes of the Agricultural Universities; Maharashtra Council of Agricultural Education and Research and as approved by the State Government from time to time.

16.0. Option for the Revised Scales of Pay

1. Within a period of one month from the date of issue of this Government Resolution, the Teachers /Librarians /Physical Education Staff and other personnel will have to opt in the prescribed form for the revised pay scales.

2. The Teachers opting for the new pay scales will have to enter into an agreement as mentioned with the University/College Managements about their acceptance of terms and conditions mentioned in this Government Resolution. The option once exercised shall be final. Those who do not exercise the option within a period of one month from the date of issue of this Government Resolution shall be deemed to have opted for revised pay scales.

3. The Teachers /Librarians /Directors of Physical Education/ other personnel who were in service on 1st January 2016 and those who were not in service after 1st January 2016 on account of termination, death, discharge on the expiry of the sanction posts, resignation, dismissal or discharge on disciplinary ground and could not exercise the option within the time limit will be deemed to have opted for revised scale of pay with effect from 1st January 2016 and should be held entitled to the benefit of these Rules.

4. An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Level or grant of inappropriate Pay Level and Pay Cells or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary, in the same manner as provided in Ministry of Finance (Department of Expenditure) OM No. 1- 5/2016-IC, dated 29th July, 2016. (**Appendix-III**)

17. Service Agreement and Fixing of Seniority

a) At the time of recruitment in Universities and Colleges, a service agreement should be executed between the University/College and the teacher concerned and a copy thereof shall be deposited with the Registrar/Principal. Such service agreement shall be duly stamped as per the government rates applicable.

b) The self-appraisal methodology, as per Tables 1 to 5 of Appendix II, as per eligibility, shall form part of the service agreement/record.

c) Inter-se seniority to the direct recruited candidates.
The inter-se seniority of a direct recruit shall be as per the period mentioned in the joining order otherwise as per the date of joining.

18.0 . Code of Professional Ethics

I. Teachers and their Responsibilities:

Whoever adopts teaching as a profession assumes the obligation to conduct himself / herself in accordance with the ideal of the profession. A teacher is constantly under the scrutiny of his students and the society at large. Therefore, every teacher should see that there is no incompatibility between his precepts and practice. The national ideals of education which have already been set forth and which he/she should seek to inculcate among students must be his/her own ideals. The profession further requires that the teacher should be calm, patient and communicative by temperament and amiable in disposition.

Teacher should:

i. Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
ii. Manage their private affairs in a manner consistent with the dignity of the profession;
iii. Seek to make professional growth continuous through study and research;
iv. Express free and frank opinion by participation at professional meetings, seminars, conferences etc., towards the contribution of knowledge;
v. Maintain active membership of professional organizations and strive to improve education and profession through them;
vi. Perform their duties in the form of teaching, tutorials, practicals, seminars and research work, conscientiously and with dedication;
vii. Discourage and not indulge in plagiarism and other non ethical behaviour in teaching and research;
viii. Abide by the Act, Statute and Ordinance of the University and to respect its ideals, vision, mission, cultural practices and tradition;
ix. Co-operate and assist in carrying out the functions relating to the educational responsibilities of the college and the university, such as: assisting in appraising applications for admission, advising and counselling students as well as assisting the conduct of university and college examinations, including supervision, invigilation and evaluation; and
x. Participate in extension, co-curricular and extra-curricular activities, including the community service.

II. Teachers and Students

Teachers should:

i. Respect the rights and dignity of the student in expressing his/her opinion;
ii. Deal justly and impartially with students regardless of their religion, cast gender, political, economic, social and physical characteristics;
iii. Recognise the difference in aptitude and capabilities among students and strive to meet their individual needs;
iv. Encourage students to improve their attainments, develop their personalities and at the same time contribute to community welfare;
v. Inculcate among students scientific temper, spirit of inquiry and ideals of democracy, patriotism, social justice, environmental protection and peace;
vi. Treat the students with dignity and not behave in a vindictive manner towards any of them for any reason;
vii. Pay attention to only the attainment of the student in the assessment of merit;

viii. Make themselves available to the students even beyond their class hours and help and guide students without any remuneration or reward;
ix. Aid students to develop an understanding of our national heritage and national goals; and
x. Refrain from inciting students against other students, colleagues or administration.

III. Teachers and Colleagues

Teachers should:

i. Treat other members of the profession in the same manner as they themselves wish to be treated;
ii. Speak respectfully of other teachers and render assistance for professional betterment;
iii. Refrain from making unsubstantiated allegations against colleagues to higher authorities; and
iv. Refrain from allowing considerations of caste, creed, religion, race or sex in their professional endeavour.

IV. Teachers and Authorities

Teachers should:

i. Discharge their professional responsibilities according to the existing Rules and adhere to procedures and methods consistent with their profession in initiating steps through their own institutional bodies and / or professional organizations for change of any such Rule detrimental to the professional interest;
ii. Refrain from undertaking any other employment and commitment, including private tuitions and coaching classes which are likely to interfere with their professional responsibilities;
iii. Co-operate in the formulation of policies of the institution by accepting various offices and discharge responsibilities which such offices may demand;
iv. Co-operate through their organizations in the formulation of policies of the other institutions and accept offices;
v. Co-operate with the authorities for the betterment of the institutions keeping in view the interest and in conformity with the dignity of the profession;
vi. Adhere to the terms of contract;
vii. Give and expect due notice before a change of position takes place; and
viii. Refrain from availing themselves of leave except on unavoidable grounds and as far as practicable with prior intimation, keeping in view their particular responsibility for completion of academic schedule.

V. Teachers and Non-Teaching Staff

Teachers should :

i. Treat the non-teaching staff as colleagues and equal partners in a cooperative undertaking, within every educational institution;
ii. Help in the functioning of joint-staff councils covering both the teachers and the nonteaching staff.

[

VI. Teachers and Guardians

Teachers should:

Try to see through teachers' bodies and organizations, that institutions maintain contact with the guardians, their students, send reports of their performance to the guardians whenever necessary and meet the guardians in meetings convened for the purpose for mutual exchange of ideas and for the benefit of the institution.

VII. Teachers and Society

Teachers should:

i. Recognize that education is a public service and strive to keep the public informed of the educational programmes which are being provided;
ii. ii. Work to improve education in the community and strengthen the community's moral and intellectual life ;
iii. iii. Be aware of social problems and take part in such activities as would be conducive to the progress of society and hence the country as a whole;
iv. iv. Perform the duties of citizenship, participate in community activities and shoulder responsibilities of public offices;
v. v. Refrain from taking part in or subscribing to or assisting in any way activities, which tend to promote feeling of hatred or enmity among different communities, religions or linguistic groups but actively work for national integration.

VIII. The Vice-Chancellor/Rector

The Vice-Chancellor/ Rector should:

a. Provide inspirational and motivational value-based academic and executive leadership to the university through policy formation, operational management, organization of human resources and concern for environment and sustainability;
b. Conduct himself/herself with transparency, fairness, honesty, highest degree of ethics and decision making that is in the best interest of the university;
c. Act as steward of the university's assets in managing the resources responsibility, optimally, effectively and efficiently for providing a conductive working and learning environment;
d. Promote the collaborative, shared and consultative work culture in the university, paving way for innovative thinking and ideas;
e. Endeavour to promote a work culture and ethics that brings about quality, professionalism, satisfaction and service to the nation and society;
f. Refrain from allowing consideration of caste, creed, religion, race, gender or sex in their professional Endeavour.

IX. College Principal

College Principal should:

a. Provide inspirational and motivational value-based academic and executive leadership to the college through policy formation, operational management, organization of human resources and concern for environment and sustainability;
b. Conduct himself/herself with transparency, fairness, honesty, highest degree of ethics and decision making that is in the best interest of the college;
c. Act as steward of the college's assets in managing the resources responsibility, optimally, effectively and efficiently for providing a conductive working and learning environment;
d. Promote the collaborative, shared and consultative work culture in the college, paving way for innovative thinking and ideas;
e. Endeavour to promote a work culture and ethics that brings about quality, professionalism, satisfaction and service to the nation and society;
f. Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
g. Manage their private affairs in a manner consistent with the dignity of the profession;
h. Discourage and not indulge in plagiarism and other non ethical behavior in teaching and research;
i. Participate in extension, co-curricular and extra-curricular activities, including the community service;
j. Refrain from allowing consideration of caste, creed, religion, race, gender or sex in their professional Endeavour.

X. Assistant Professor of Physical Education/ Physical Training Instructor/ Sports officer/ University Librarian/ Assistant Librarian

a. Adhere to a responsible pattern of conduct and demeanour expected of them by the community;
b. Manage their private affairs in a manner consistent with the dignity of the profession;
c. Discourage and not indulge in plagiarism and other non ethical behaviour in teaching and research;
d. Participate in extension, co-curricular and extra-curricular activities, including the community service;
e. Refrain from allowing consideration of caste, creed, religion, race, gender or sex in their professional Endeavour.

19.0. Date of Implementation of revised pay and allowance and payment of arrears :-

(i) The date of implementation of the revised pay shall be 1st January,2016 and the date of implementation of terms and conditions shall be the date of these rules.

(ii) Pay in the revised pay structure is payable in salary from 1st day of April 2019. The 50% of the amount of arrears will be borne by the Central Government and admissible for the period from 1st day of January 2016 to 31st March 2019 will be credited on receipt of the grants from ICAR, Government of India. The remaining 50% amount of arrears payable by State Government will be credited to Provident Fund as per the procedure adopted for the State Government Employees vide ref no. 5,7,9 and 10.

(iii) The amount of arrears admissible shall be the net amount after deduction of adjustment/contribution/dues/recovery/taxes/other liabilities and as may be decided by government resolution from time to time.

20.0. Sixth Pay Commission for Teachers of Agricultural Universities in Maharashtra was made applicable vide Government Resolution dated 18.03.2010 at ref-1. However, it was amended vide ref-12. By this amendment (corrigendum) emoluments to the Associate Professors were paid in excess due to misinterpretation of some provisions of the pay commission. The excess payment of the said emoluments was cancelled and recovery was initiated vide Government Resolution dated 24.08.2018. The aggrieved Associate Professors have challenged this Government Resolution regarding cancellation of the Excess emoluments in Hon'ble High Court. Furthermore, Hon'ble High Court has stayed the resolution for recovery of excess payment. The issue of excess payment to the petitioners is pending before the Hon'ble High Court. As further extending the 7th pay commission would necessarily involve refixation of pay-scale, It is therefore decided to await decision of the Hon'ble High Court regarding implementation of the 7th pay commission to the teachers involved.

21.0 Procedure to be adopted by the Universities:

As per the provisions of the Maharashtra Agricultural Universities Act 1983, Universities are primarily responsible for ensuring equitable and quality education in their jurisdiction by adopting all possible measures especially proper selection and appointment of Professors etc. In view of the above, Universities shall fix the revised pay of all the teachers and equivalent cadres under their jurisdiction as per this scheme and further certify that:\

"All the teachers have been lawfully appointed,

"The pay of each teacher has been properly fixed as per this scheme" and

"In case it is found that any excess payment has been made on account of incorrect fixation and unlawful appointees the same shall be recovered by the Government from the grants (including salary grants) payable to the Universities and Colleges."

<u>Budget Head:- Demand N0.3</u>

2415-Agricultural Research and Education

1) 01- Crop Husbandary

120,Assistance to other Institutions

(00)

A) (00)(01) Grants-in-aid to Mahatma Phule Krishi Vidyapeeth(Committed),
36,Grant-in-aid(salary) (24150025)

B) (00)(02) Grants-in-aid to Dr.Balasaheb SawantKokan Krishi Vidyapeeth(Committed),
36,Grant-in-aid(salary) (24150034)

C) (00)(03) Grants-in-aid to Dr.Panjabrao Deshmukh Krishi Vidyapeeth(Committed),
36,Grant-in-aid(salary) (24150043)

D)(00)(04) Grants-in-aid to Vasantrao Naik Marathwada Krishi Vidyapeeth(Committed),
36-Grant-in-aid(salary) (24150052)

E) (00)(05)Grants-in-aid to Maharashtra Council Of AgriculturalEducation and Research(Committed), 36-Grant-in-aid(salary) (24150061)

F))(00)(06) Grants-in-aid to Mahatma Phule Krishi Vidyapeeth(Scheme),
36,Grant-in-aid(salary) (24150072)

G) (00)(07) Grants-in-aid to Dr.Balasaheb SawantKokan Krishi Vidyapeeth(Scheme),
36-Grant-in-aid(salary) (24150081)

(H) (00)(08) Grants-in-aid to Dr.Panjabrao Deshmukh Krishi Vidyapeeth(Scheme),
36,Grant-in-aid(salary) (24150099)

(I))(00)(09) Grants-in-aid to Vasantrao Naik Marathwada Krishi Vidyapeeth(Scheme),
36,Grant-in-aid(salary) (24150105)

2) 03-Animal Husbandry

120,Assistance to other Institutions

(00)

A) (00)(01) Grants-in-aid to Mahatma Phule Krishi Vidyapeeth(Committed),
36,Grant-in-aid(salary) (24150197)

B) (00)(02) Grants-in-aid to Dr.Balasaheb SawantKokan Krishi Vidyapeeth(Committed),
36,Grant-in-aid(salary) (24150179)

C) (00)(04) Grants-in-aid to Vasantrao Naik Marathwada Krishi Vidyapeeth(Committed),
36,Grant-in-aid(salary) (24150203)

3) 05,Fisheries

120,Assistance to other Institutions

(00)

A) (00) (02) Grants-in-aid to Dr.Balasaheb SawantKokan Krishi Vidyapeeth(Committed),
36,Grant-in-aid(salary) (24150241)

B) (00) (03) Grants-in-aid to Dr.Panjabrao Deshmukh Krishi Vidyapeeth(Committed),
36,Grant-in-aid(salary) (24150268)

Budget Head:- Demand No.T-5

2401-Crop Husbandry

(00)

796, Tribal Area Sub Plan

(01) Tribal Area Sub-Plan

(01)(03) Grant-in aid to Krishi Vidyapeeth(Scheme)(24018291)

31,Grants-in-aid(Non-Salary)

22.0. Government Resolution is subject to the decision taken by the State Government on the scheme forwarded by University Grants Commission by its letter dated 31.01.2018. Therefore, anomalies, if any may be brought to the notice of the Department of Agriculture, Animal Husbandry, Dairy Development and Fisheries, Government of Maharashtra through proper channel.

These orders issue with the concurrence of the Finance Department vide their unofficial reference No. 57/2021/SEVA-9, dated 10.02.2021.

This Government resolution of Maharashtra Government is available at the websitewww.maharashtra.gov.in. Reference no. for this is 202108121915392401. This order has been signed digitally.

By order and in the name of the Governor of Maharashtra.

Sugriv Sambhaji Dhapate

Digitally signed by Sugriv Sambhaji Dhapate
DN: c=IN, o=Government Of Maharashtra, ou=Agriculture And ADF Department, postalCode=400032, st=Maharashtra, 2.5.4.20=d02297f9b5e889636956e39bfae4ea112e908c0e9a7e572d4190f9709a817f51, serialNumber=fc102de27dc1b41e747ac6cbb491c4209459c3cf340720ea98fd1d95b19c9f65, cn=Sugriv Sambhaji Dhapate
Date: 2021.08.12 18:24:02 +05'30'

(S. S. Dhapate)
Joint Secretary to Government.

To

1. The Secretary to the Governor, Raj Bhavan, Malabar Hill, Mumbai. (By letter)
2. The Secretary, ICAR, New Delhi (By Letter)
3. The Principal Secretary to the Hon. Chief Minister
4. All the A.C.S./ Principal Secretaries/Secretaries
5. The Private Secretary to the Dy. Chief Minister
6. The Private Secretary to all Ministers
7. The Private Secretary to all Ministers of State
8. The Personal Assistant to Minister for Agriculture
9. The Personal Assistant to Minister of State for Agriculture
10. J.S. to Chief Secretary, Mantralaya, Mumbai.
11. The Member Secretary MCAER, Pune (5 copies)
12. The Commissioner of Agriculture, Maharashtra, Pune
13. The Commissioner of Animal Husbandry, MS, Pune
14. The Commissioner of fisheries, MS, Mumbai
15. The Vice-Chancellor, Mahatma Phule Krishi Vidyapeeth, Rahuri,
16. The Vice-Chancellor, Vasantrao Naik Marathwada KrishiVidyapeeth, Parbhani,
17. The Vice-Chancellor, Dr.Balasaheb Sawant Konkan Krishi Vidayapeeth, Dapoli,
18. The Vice-Chancellor, Dr. Panjabrao Deshmukh Krishi Vidyapeeth, Akola
19. The Registrar, Mahatma Phule Krishi Vidyapeeth, Rahuri,
20. The Registrar, Vasantrao Naik Marathwada Krishi Vidyapeeth, Parbhani,
21. The Registrar, Dr. Balasaheb Sawant Konkan Krishi Vidayapeeth, Dapoli,
22. The Registrar, Dr. Panjabrao Deshmukh Krishi Vidyapeeth, Akola (5 copies)
23. The Comptroller, Mahatma Phule Krishi Vidyapeeth, Rahuri, (5 copies)
24. The Comptroller, Vasantrao Naik Marathwada KrishiVidyapeeth, Parbhani, (5 copies)
25. The Comptroller, Dr. Balasaheb Sawant Konkan Krishi Vidayapeeth, Dapoli, (5 copies)
26. The Comptroller, Dr. Panjabrao Deshmukh Krishi Vidyapeeth, Akola (5 copies)
27. The Senior Administrative Officer MCAER, Pune
28. The Principal, Shri Shivaji Agriculture College, Amravati
29. The Principal, Anand Niketan College of Agriculture, Warora, Wardha
30. The Secretary to the Government of India, MHRD (Dept. of Education), New Delhi.
31. The Secretary, University Grants Commission, New Delhi.
32. The Account General (Accounts), Maharashtra- I and II, Mumbai and Nagpur.
33. The Account General (Audit), Maharashtra- I and II, Mumbai and Nagpur.
34. Resident Audit officer, Mumbai
35. The Pay and Accounts Officer, Mumbai.
36. The Chief Auditor, Local Fund Accounts, Mumbai
37. The Deputy Chief Auditor, Local Fund Accounts, Mumbai, Pune, Nagpur, Aurangabad
38. All District Treasury Officers.-Ahmednagar, Parbhani, Ratnagiri, Akola
39. Sub-Divisional Agricultural Officer, Ahmednagar, Parbhani, Ratnagiri, Akola
40. The District Audit Officer, Rahuri, (Ahmednagar) Parbhani, Dapoli (Ratnagiri,) , Akola.
41. The Planning Department, Mantralaya, Mumbai.
42. The Finance Department, Mantralaya, Mumbai.
43. The General Administration Department, Mantralaya, Mumbai.
44. The Higher & Technical Education Department, Mantralaya, Mumbai.
45. All Desk Officers - 7A/8A/2A of Agriculture and ADF Department
46. The Director General of Information & Public Relations, Mantralaya, Mumbai. (with request to issue a suitable press note)
47. Select File 6-A.

Accompaniment to Government Resolution,
Agriculture, Animal Husbandry, Dairy Development and Fisheries Department,
No: AUG-3719/CR-41/6-A Date: 12th August, 2021

Appendix-I

Pay Matrix

Pay Band (Rs.)	15,600-39,100			37,400-67,000		67,000-79,000
Grade Pay (Rs.)	6,000	7,000	8,000	9,000	10,000	0
Index of Rationalization	2.67	2.67	2.67	2.67	2.72	2.72
Entry Pay (Rs.)	21,600	25,790	29,900	49,200	53,000	67,000
Academic / Research Level	10	11	12	13A	14	15
Rationalized Entry Pay (Rs.) 1	57,700	68,900	79,800	1,31,400	1,44,200	1,82,200
2	59,400	71,000	82,200	1,35,300	1,48,500	1,87,700
3	61,200	73,100	84,700	1,39,400	1,53,000	1,93,300
4	63,000	75,300	87,200	1,43,600	1,57,600	1,99,100
5	64,900	77,600	89,800	1,47,900	1,62,300	2,05,100
6	66,800	79,900	92,500	1,52,300	1,67,200	2,11,300
7	68,800	82,300	95,300	1,56,900	1,72,200	2,17,600
8	70,900	84,800	98,200	1,61,600	1,77,400	2,24,100
9	73,000	87,300	1,01,100	1,66,400	1,82,700	
10	75,200	89,900	1,04,100	1,71,400	1,88,200	
11	77,500	92,600	1,07,200	1,76,500	1,93,800	
12	79,800	95,400	1,10,400	1,81,800	1,99,600	
13	82,200	98,300	1,13,700	1,87,300	2,05,600	
14	84,700	1,01,200	1,17,100	1,92,900	2,11,800	
15	87,200	1,04,200	1,20,600	1,98,700	2,18,200	
16	89,800	1,07,300	1,24,200	2,04,700		
17	92,500	1,10,500	1,27,900	2,10,800		
18	95,300	1,13,800	1,31,700	2,17,100		
19	98,200	1,17,200	1,35,700			
20	1,01,100	1,20,700	1,39,800			
21	1,04,100	1,24,300	1,44,000			
22	1,07,200	1,28,000	1,48,300			
23	1,10,400	1,31,800	1,52,700			
24	1,13,700	1,35,800	1,57,300			
25	1,17,100	1,39,900	1,62,000			
26	1,20,600	1,44,100	1,66,900			
27	1,24,200	1,48,400	1,71,900			
28	1,27,900	1,52,900	1,77,100			
29	1,31,700	1,57,500	1,82,400			
30	1,35,700	1,62,200	1,87,900			
31	1,39,800	1,67,100	1,93,500			
32	1,44,000	1,72,100	1,99,300			
33	1,48,300	1,77,300	2,05,300			
34	1,52,700	1,82,600	2,11,500			
35	1,57,300	1,88,100				
36	1,62,000	1,93,700				
37	1,66,900	1,99,500				
38	1,71,900	2,05,500				
39	1,77,100					
40	1,82,400					

Accompaniment to Government Resolution,
Agriculture, Animal Husbandry, Dairy Development and Fisheries Department,
No: AUG-3719/CR-41/6-A Date: 12th August, 2021

Appendix II

Table 1

Assessment Criteria and Methodology for University/College Teachers

S. No.	Activity	Grading Criteria
1.	Teaching: (Number of classes taught/total classes assigned)x100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	80% & above - Good Below 80% but 70% & above- Satisfactory Less than 70% - Not satisfactory
2.	Involvement in the University/College students related activities/research activities: (a) Administrative responsibilities such as Head, Chairperson/ Dean/ Director/ Co- ordinator, Warden, etc. (b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation. (c) Student related co-curricular, extension and field based activities such as student clubs, career counselling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services. (d) Organising seminars/ conferences/ workshops, other college/university activities. (e) Evidence of actively involved in guiding Ph.D. students. (f) Conducting minor or major research project sponsored by national or international agencies. (g) At least one single or joint publication in peer- reviewed or UGC list of Journals/ NAAS rated journals (National Academic Agricultural Sciences;.	Good - Involved in at least 3 activities Satisfactory - 1-2 activities Not-satisfactory - Not involved/ undertaken any of the activities. **Note:** Number of activities can be within or across the broad categories of activities

Overall Grading:

Good: Good in teaching and satisfactory or good in activity at S.No.2.

Or

Satisfactory: Satisfactory in teaching and good or satisfactory in activity at S.No.2.

Not Satisfactory: If neither good nor satisfactory in overall grading.

Note: For the purpose of assessing the grading of Activity at Serial No. 1 and Serial No. 2, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment. The teacher shall be assessed for the remaining period of duration and the same shall be extrapolated for the entire period of assessment to arrive at the grading of the teacher.

Table 2

Methodology for University and College Teachers for calculating Academic/Research Score

(Assessment must be based on evidence produced by the teacher such as: copy of publications, project sanction letter, utilization and completion certificates issued by the University and acknowledgements for patent filing and approval letters, students' Ph.D. award letter, etc,.)

S. N.	Academic/Research Activity	Faculty of Sciences Agriculture/Horticulture/Forestry/Agril. Engineering/ Food Science and Technology/ Fisheries/ Agril. Biotechnology / Agriculture	Faculty of Languages/ Science/ Library /Physical Education/ & other disciplines
1.	**Research Papers in Peer-Reviewed or UGC listed Journals/NAAS rated journals (National Academic Agricultural Sciences;**	08 per paper	10 per paper
2.	**Publications (other than Research papers)**		
	(a) Books authored which are published by:		
	International publishers	12	12
	National Publishers	10	10
	Chapter in Edited Book	05	05
	Editor of Book by International Publisher	10	10
	Editor of Book by National Publisher	08	08
	(b) **Translation works in Indian and Foreign Languages by qualified faculties**		
	Chapter or Research paper	03	03
	Book	08	08
3.	**Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula**		
	(a) Development of Innovative pedagogy	05	05
	(b) Design of new curricula and courses	02 per curricula/course	02 per curricula/course
	(c) MOOCs		
	Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOCs of lesser credits 05 marks/credit)	20	20
	MOOCs (developed in 4 quadrant) per module/lecture	05	05

	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02
	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 02 marks/credit)	08	08
	(d) E-Content		
	Development of e-Content in 4 quadrants for a complete course/e-book	12	12
	e-Content (developed in 4 quadrants) per module	05	05
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02
	Editor of e-content for complete course/ paper /e-book	10	10
4.	**(a) Research guidance**		
	Ph.D.	10 per degree awarded 05 per thesis submitted	10 per degree awarded 05 per thesis submitted
	M.Phil./P.G dissertation	02 per degree awarded	02 per degree awarded
	(b) Research Projects Completed		
	More than 10 lakhs	10	10
	Less than 10 lakhs	05	05
	(c) Research Projects Ongoing :		
	More than 10 lakhs	05	05
	Less than 10 lakhs	02	02
	(d) Consultancy	03	03
5.	**(a) Patents**		
	International	10	10
	National	07	07
	(b) *Policy Document (Submitted to an International body/organisation like UNO/UNESCO/World Bank/International Monetary Fund etc. or Central Government or State Government)		
	International	10	10
	National	07	07
	State	04	04
	(c) **Awards/Fellowship**		
	International	07	07
	National	05	05
6.	***Invited lectures / Resource Person/ paper presentation in Seminars/ Conferences/full paper n Conference Proceedings (Paper presented in Seminars/Conferences and also published as full paper in Conference Proceedings will be counted only once)**		
	International (Abroad)	07	07
	International (within country)	05	05
	National	03	03
	State/University	02	02

The Research score for research papers would be augmented as follows:

Peer-Reviewed or UGC-listed Journals (Impact factor to be determined as per Thomson Reuters list):

i)	Paper in refereed journals without impact factor	-	5 Points
ii)	Paper with impact factor less than 1	-	10 Points
iii)	Paper with impact factor between 1 and 2	-	15 Points
iv)	Paper with impact factor between 2 and 5	-	20 Points
v)	Paper with impact factor between 5 and 10	-	25 Points
vi)	Paper with impact factor >10	-	30 Points

a) Two authors: 70% of total value of publication for each author.
b) More than two authors: 70% of total value of publication for the First/Principal/Corresponding author and 30% of total value of publication for each of the joint authors.

Joint Projects: Principal Investigator and Co-investigator would get 50% each.

Note:

- Paper presented if part of edited book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- *For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories.

OR

NAAS rated journals (National Academic Agricultural Sciences) score as per the NAAS rating.

Table: 3 A

Criteria for Short-listing of Candidates for Interview for the Post of Assistant Professors in Universities

S.N.	Academic Record	Score			
1.	**Graduation**	80% & Above = 15	60% to less than 80% = 13	55% to less than 60% = 10	45% to less than 55% = 05
2.	**Post Graduation**	80% & Above = 25	60% to less than 80% = 23	55% (50% in case of SC/ST/OBC (non-creamy layer)/PWD) to less than 60% = 20	
3.	**M.Phil.**	60% and above = 07	55% to less than 60% = 05		
4.	**Ph.D.**	30			
5.	**NET with JRF**	07			
	NET	05			
	SET	03			
6.	**Research Publications (2 marks for each research publication published in Peer-Reviewed or UGC- listed Journals)/ NAAS rated journals (National Academic Agricultural Sciences;**	10			
7.	**Teaching/Post Doctoral Experience (2 marks for one year each)#**	10			
8.	**Awards**				
	International/ National Level (Award given by International Organizations/ Government of India/ Government of India recognized National Level Bodies)	03			
	State Level (Awards given by State Government)	02			

#*However*, if the period of teaching/Post-doctoral experience is less than one year then the marks shall be reduced proportionately.

Note:

A) (i) M.Phil + Ph.D : Maximum - 30 Marks

(ii) JRF/NET/SET : Maximum - 07 Marks

(iii) In awards category : Maximum - 03 Marks

B) Number of candidates to be called for interview shall be decided by the concerned universities.

C)

Academic Score	-	80
Research Publications	-	10
Teaching Experience	-	10
TOTAL	**-**	**100**

Table: 3 B

Criteria for Short-listing of candidates for Interview for the Post of Assistant Professors in Colleges

S.N.	Academic Record	Score			
1.	**Graduation**	80% & Above = 21	60% to less than 80% = 19	55% to less than 60% = 16	45% to less than 55% = 10
2.	**Post Graduation**	80% & Above = 25	60% to less than 80% = 23	55% (50% in case of SC/ST/OBC (non-creamy layer)/PWD) to less than 60% = 20	
3.	**M.Phil.**	60% and above = 07	55% to less than 60% = 05		
4.	**Ph.D.**	25			
5.	**NET with JRF**	10			
	NET	08			
	SET	05			
6.	**Research Publications (2 marks for each research publication published in Peer-Reviewed or UGC-listed Journals)/ NAAS rated journals (National Academic Agricultural Sciences;**	06			
7.	**Teaching/Post Doctoral Experience (2 marks for one year each)#**	10			
8.	**Awards**				
	International/ National Level (Award given by International Organizations/ Government of India/ Government of India recognized National Level Bodies)	03			
	State Level (Awards given by State Government)	02			

#*However,* if the period of teaching/Post-doctoral experience is less than one year then the marks shall be reduced proportionately.

Note:

A) (i) M.Phil + Ph.D : Maximum - 25 Marks

(ii) JRF/NET/SET : Maximum - 10 Marks

(iii) In awards category : Maximum - 03 Marks

B) Number of candidates to be called for interview shall be decided by the college.

C) Academic Score	-	84
Research Publications	-	06
Teaching Experience	-	10
TOTAL	**-**	**100**

Table 4

Assessment Criteria and Methodology for Librarians

Sr. No.	Activity	Grading Criteria
1.	Regularity of attending library (calculated in terms of percentage of days attended to the total number of days he/she is expected to attend) While attending in the library, the individual is expected to undertake, inter alia, following items of work: • Library Resource and Organization and maintenance of books, journals and reports. • Provision of Library reader services such as literature retrieval services to researchers and analysis of report. • Assistance towards updating institutional website.	90% and above – Good Below 90% but 80% and above – Satisfactory Less than 80% - Not satisfactory
2.	Conduct of seminars/workshops related to library activity or on specific books or genre of books.	Good – 1 National level seminar/workshop + 1 State/institution level workshop/Seminar Satisfactory - 1 National level seminar/ workshop or 1 State level seminar/ workshop + 1 institution level seminar/ workshop or 4 institution seminar / workshop Unsatisfactory – Not falling in above two categories
3.	If library has a computerized database then OR If library does not have a computerized database	Good – 100% of physical books and journals in computerized database. Satisfactory – At least 99% of physical books and journals in computerized database. OR Good – 100% Catalogue database made up to date Satisfactory- 90% catalogue database made up to date Unsatisfactory - Catalogue database not up to mark. (To be verified in random by the Promotion Committee)

4.	Checking inventory and extent of missing books	Good : Checked inventory and missing book less than 0.5% Satisfactory - Checked inventory and missing book less than 1% Unsatisfactory - Did not check inventory Or Checked inventory and missing books 1% or more.
5.	i) Digitisation of books database in institution having no computerized database. (ii) Promotion of library network. iii) Systems in place for dissemination of information relating to books and other resources. iv) Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular activities. v) Design and offer short-term courses for users. vi) Publications of at least one research paper in UGC approved journals.	Good : Involved in any two activities Satisfactory : At least one activity Not Satisfactory: Not involved/ undertaken any of the activities.

Overall Grading:

Good: Good in Item 1 and satisfactory/good in any two other items including Item 4.

Satisfactory: Satisfactory in Item 1 and satisfactory /good in any other two items including Item 4. Not satisfactory: If neither good nor satisfactory in overall grading.

Note:

1) It is recommended to use ICT technology to monitor the attendance of library staff and compute the criteria of assessment.
2) The Librarian must submit evidence of published paper, participation certificate for refresher or methodology course, successful research guidance from Head of Department of the concerned department, project completion
3) The system of tracking user grievances and the extent of grievances redressal details may also be made available to the promotion committee.

Table 5

Assessment Criteria and Methodology for Assistant Professor of Physical Education/ Physical Training Instructor/ Sports officer

Sr. No.	Activity	Grading Criteria
1.	Attendance calculated in terms of percentage of days attended to the total number of days he is expected to attend.	90 and above - Good Above 80 but below 90- Satisfactory. Less than 80 - Not satisfactory.
2.	Organizing intra college competition	Good - Intra college competition in more than 5 disciplines. Satisfactory - Intra college competition in 3-5 disciplines. Unsatisfactory – neither good nor satisfactory
3.	Institution participating in external competitions	Good - National level competition in at least one discipline plus State/District level competition in at least 3 disciplines. Satisfactory- State level competition in at least one discipline plus district level competition in at least 3 disciplines. Or District level competition in at least 5 Disciplines Unsatisfactory – neither good nor satisfactory
4.	Up-gradation of sports and physical training infrastructure with scientific and Technological inputs. Development and maintenance of playfields and sports and physical Education facilities.	Good/Satisfactory/Not-Satisfactory to be assessed by the Promotion committee.
5.	i) At least one student of the institution participating in national/ state/ university (for college levels only) teams. Organizing state/national/inter university/inter college level competition. ii) Being invited for coaching at state/national level. iii) Organizing at least three workshops in a year. iv) Publications of at least one research paper in UGC approved journal. Assistance in college administration and governance related work including work done during admissions, examinations and extra curricular college activities.	Good: Involved in any two activities. . Satisfactory: 1 activity Not Satisfactory: Not involved/ undertaken any of the activities.

Overall Grading	Good: Good in Item 1 and satisfactory/good in any two other items. Satisfactory: Satisfactory in Item 1 and satisfactory/good in any other two items. Not Satisfactory: If neither good nor satisfactory in overall grading.

Note:

1) It is recommended to use ICT technology to monitor the attendance of sports and physical education and compute the criteria of assessment.
2) The institution must obtain student feedback. The feed-backs must be shared with the concerned Director of Physical and Education and Sports and also the Promotion committee.
3) The system of tracking user grievances and the extent of grievance redressal details may also be made available to the Promotion Committee.

Accompaniment to Government Resolution,
Agriculture, Animal Husbandry, Dairy Development and Fisheries Department,
No: AUG-3719/CR-41/6-A Date: 12th August, 2021

Appendix-III

UNDERTAKING

As per Ministry of Finance (Department of Expenditure) order O.M. No. 1-5/2016-IC dated :- 29th July, 2016

I hereby undertake that any excess payment that may be found to have been made on account of incorrect fixation of pay in the revised Pay Level or grant of inappropriate Pay Level and Pay Cells or any other excess payment made to me shall be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

Date :- Signature:

Station :- Name:

Designation :

Office :

Accompaniment to Government Resolution,
Agriculture, Animal Husbandry, Dairy Development and Fisheries Department,
No: AUG-3719/CR-41/6-A Date: 12th August, 2021

AGREEMENT

THIS AGREEMENT made this ------------ day of------------ two thousand between Shri/Smt/Kum--Assistant Professor/ Associate Professor/ Professor/ Assistant Librarian/ Deputy Librarian/ Librarian/ Assistant Director, Physical Education and Sports/ Deputy Director, Physical Education and Sports/Director , Physical Education and Sports/ Principal of --College/University. Established by------------------------ -- here in after referred to as "the Employee" (which expression shall unless the context does not so admit include his/her heirs, executors and administrators of the One Part and ---------------------------------------College/University here in after referred to as "the said College/University" of the other part.

WHEREAS the Employee has been working as a Assistant Professor/Associate Professor/ Professor/Assistant Librarian/ Librarian/ Assistant Professor of Physical Education / Sports Officer /Physical Training Instructor / Principal of the said college / University from the ------------day of -------------.

AND WHEREAS the Government of Maharashtra has by Government Resolution, Agriculture, Animal Husbandry, Dairy Development and Fisheries Department, being No. ------------------------------ (here in after referred to as "the said Resolution: a copy whereof is annexed here to) sanctioned a scheme for revision of the pay-scales of the University and College teachers and other measures for improving standards in Higher Education.

AND WHEREAS accordingly the said College/University has agreed to revised the pay scale of the Employee on the

Employee agreeing to accept and duly comply with the terms and conditions laid down by the Government of Maharashtra by the said resolution which the Employee has agreed to do.

Now this Agreement witness and it is hereby agreed and decided by and between Parties hereto as follows:-

1. Agree, accept and duly comply with the terms and conditions specified in the said Government Resolution;
2. Agree to have these conditions, inserted in the contract of his appointment which he has already executed or which he may have to execute here after;
3. Agree that in the event of his failure to abide by these conditions he shall ceased to derive benefits of revised pay scales.

In witness where of Shri/ Smt/ Kum---the employee above named has hereto set his/her hand and seal of University has been unto affixed.

Members of the Managing Committee/Governing Body of---have set their respective hands the day and year first herein above written.

Signed and Delivered by

Shri/Smt/Kum-- the Employee above named in the presence of

1. -- 2.--

OR

Signed and delivered by

1. -- 2.--

5. Elc. the present Members--- of the Managing Committee/Governing body of---------------------------------------

In the presence of--

1. -- 2.--

Accompaniment to Government Resolution,
Agriculture, Animal Husbandry, Dairy Development and Fisheries Department,
No: AUG-3719/CR-41/6-A Date: 12th August, 2021

PROFORMA FOR FIXATION OF PAY

Name of the Office :- --

Name of the teacher : Shri/Smt./Kum. --

Sr. No.	Description	Relevant Information
1.	Designation of the post in which pay is to be fixed as on January 1, 2016 or on___________________(latter date)	
2	Status (Substantive/officiating)	
3	Pre-revised Pay Band and Academic Grade Pay or Scale	
4	Existing Emoluments as on 01.01.2016 (as per pre-revised scale)	
	a. Basic Pay (Pay in applicable Pay Band plus applicable Academic Grade Pay or Basic Pay)	
	b. Dearness Allowance	
	c. Existing emoluments (a +b)	
5	Basic Pay (Pay in applicable Pay Band plus applicable Academic Grade Pay or Basic Pay) in the pre-revised structure as on January 1, 2016	
6	Applicable Level in Pay Matrix corresponding to Pay Band and Grade Pay or Scale shown at Sr. No. 3	
7	Amount arrived at by multiplying basic pay as at Sr. No. 5 by 2.67/2.72 (As per annexure I)	
8	Applicable Cell in the Level either equal to or just above the Amount at Sr. No. 7	
9	Revised Basic Pay (as per Sr. No. 8)	
10	Stepped up pay with reference to the revised pay of Junior, if applicable. Name and pay of the junior also to be indicated distinctly.	
11	Revised pay with reference to the Substantive Pay in case where the pay fixed in the officiating post is lower than the pay fixed in the substantive post, if applicable.	
12	Personal Pay, if any	
13	Date of next increment and pay after grant of increment	

Date of Increment **Pay after increment in applicable Level of Pay Matrix**

14. Any other relevant information:

Date: Signature & Designation of Head of Institution
Place:

Accompaniment to Government Resolution,
Agriculture, Animal Husbandry, Dairy Development and Fisheries Department,
No: AUG-3719/CR-41/6-A Date: 12th August, 2021

Appendix IV
List of Sanctioned Academic posts of all four universities as on 01.01.2016

sr. no.	Designation	Sanction posts				Total
		MPKV, Rahuri	PDKV, Akola	VNMKV, Parbhani	DBSKKV, Dapoli	
1	Vice-Chancellor	1	1	1	1	4
2	Director Research	1	1	1	1	4
3	Director, Extension Education	1	1	1	1	4
4	Dean/ Director of Instructions, Faculty of Agriculture	1	1	1	1	4
5	Associate Dean (Agri.)	7	7	12	5	31
6	Associate Dean (Agri.Engineering)	1	-	-	-	1
7	Head of Department	12	10	10	11	43
8	Professor	95	42	44	36	217
9	Principal	-	2	-	-	2
10	University Librarian	1	1	-	-	2
11	Associate Professor	220	181	184	97	682
12	Assistant Professor	410	404	284	201	1299
13	Assistant Professor (Physical Education)	-	4	-	-	4
14	Sports Officer	1	-	-	1	2
15	Physical Education Instructor	6	-	-	3	9
16	College Librarian	5	-	-	-	5
17	Assistant Libarian	-	2	-	4	6
	Total	**762**	**657**	**538**	**362**	**2319**

Accompaniment to Government Resolution,
Agriculture, Animal Husbandry, Dairy Development and Fisheries Department,
No: AUG-3719/CR-41/6-A Date: 12th August, 2021

Appendix V

Fixation of Pay in the Revised Pay Structure: Illustrations

Illustration -1

An Assistant Professor drawing a Basic Pay of Rs. 22,250/- as on 01.07.2015 in the existing Pay Band Rs. 15,600-39,100, AGP Rs. 6,000. His date of appointment is 02.10.2014. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

1.	Existing Basic Pay (Pay in PB + AGP)	=	Rs. 22, 250
2.	2.57 × Basic Pay	=	Rs. 57,182.50
3.	Rounding off the resultant figure to the nearest Rs. 100	=	Rs. 57,200
4.	Level corresponding to AGP Rs. 6,000	:	Level 10
5.	Revised pay in Pay Matrix (Either equal to or next cell higher to Rs.57,200)	=	Rs. 57,700

He shall be fixed at Basic Pay of Rs. 57,700/- The next date of annual increment shall be 1st July, 2016 and pay after increment is Rs. 59,400/-

Illustration -2

An Assistant Professor drawing a Basic Pay of Rs. 23,610/- as on 01.07.2015 in the existing Pay Band Rs. 15,600-39,100, AGP Rs. 6,000. His date of appointment is 05.02.2012. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

1.	Existing Basic Pay (Pay in PB + AGP)	=	Rs. 23,610
2.	2.57 × Basic Pay	=	Rs. 60,677.70
3.	Rounding off the resultant figure to the nearest Rs. 100	=	Rs. 60,700
4.	Level corresponding to AGP Rs. 6,000	:	Level 10
5.	Revised pay in Pay Matrix (Either equal to or next cell higher to Rs.60,700)	=	Rs. 61,200

He shall be fixed at Basic Pay of Rs. 61,200/- . His successive dates of increment and the basic pay shall be as under:

Date of Increment	Basic Pay (Rs.)
1.7.2016	63,000
1.7.2017	64,900

He is eligible for promotion under CAS (AGP Rs. 6,000 to AGP Rs. 7,000/ Level 10 to Level 11) on 05.02.2018. On promotion, he shall be given a notional increment in Level 10 and his basic pay would be Rs. 66,800/-. Locating this figure Rs. 66,800 in Academic level 11, a cell identical to Rs. 66,800 or next higher cell in level 11 is cell no.1 with entry Rs. 68,900/-.

His revised basic pay as on 05.02.2018 shall be Rs. 68,900/- and date of increment shall be 1st January, 2019, and pay after increment is Rs. 71,000/-

Illustration -3

An Assistant Professor drawing a Basic Pay of Rs. 28,480/- as on 01.07.2015 in the existing Pay Band Rs. 15,600-39,100, AGP Rs. 7,000. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

1.	Existing Basic Pay (Pay in PB + AGP)	=	Rs. 28,480
2.	2.57 × Basic Pay	=	Rs. 73,193.60
3.	Rounding off the resultant figure to the nearest Rs. 100	=	Rs. 73,200
4.	Level corresponding to AGP Rs. 7,000	:	Level 11
5.	Revised pay in Pay Matrix (Either equal to or next cell higher to Rs.73,200)	=	Rs. 75,300

He shall be fixed at Basic Pay of Rs. 75,300/- . His successive dates of increment and the basic pay shall be as under:

Date of Increment	Basic Pay (Rs.)
1.7.2016	77,600
1.7.2017	79,900

He is eligible for promotion under CAS (AGP Rs. 7,000 to AGP Rs. 8,000/ Level 11 to Level 12) on 12.08.2017. On promotion, he shall be given a notional increment in Level 11 and his basic pay would be Rs. 82,300/-. Locating this figure Rs. 82,300 in Academic level 12, a cell identical to Rs. 82,300 or next higher cell in level 12 is cell no.3 with entry Rs. 84,700/-.

His revised basic pay as on 12.08.2017 shall be Rs. 84,700/- and date of increment shall be 1st July, 2018, and pay after increment is Rs. 87, 200/-

Illustration -4

An Assistant Professor drawing a Basic Pay of Rs. 31,250 as on 01.07.2015 in the existing Pay Band Rs. 15,600-39,100, AGP Rs. 8,000. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

1.	Existing Basic Pay (Pay in PB + AGP)	=	Rs. 31,250
2.	2.57 × Basic Pay	=	Rs. 80,312.50
3.	Rounding off the resultant figure to the nearest Rs. 100	=	Rs. 80,300
4.	Level corresponding to AGP Rs. 8,000	:	Level 12
5.	Revised pay in Pay Matrix (Either equal to or next cell higher to Rs.80,300)	=	Rs. 82,200

He shall be fixed at Basic Pay of Rs. 82,200/- The next date of annual increment shall be 1st July, 2016 and pay after increment is Rs. 84,700/-

He is eligible for promotion under CAS (AGP Rs. 8,000/- to AGP Rs. 9,000/- Level 12 to Level 13A) on 12.03.2018. On promotion, he shall be re-designated as Associate Professor, he shall be

given a notional increment in Level 12 and his basic pay would be Rs. 89,800/-. Locating this figure Rs. 89,800/- in Academic level 13A, a cell identical to Rs. 89,800/- or next higher cell in level 13A is cell no.1 with entry Rs. 1,31,400/-.

His revised basic pay as on 12.03.2018 shall be Rs. 1, 31,400/- and date of increment shall be 1st January, 2019, and pay after increment is Rs. 1, 35,300/-

Illustration -5

An Associate Professor drawing a Basic Pay of Rs. 53,820/- as on 01.07.2015 in the existing Pay Band Rs.37,400-67,000, AGP Rs. 9,000. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

1.	Existing Basic Pay (Pay in PB + AGP)	=	Rs. 53,820/-
2.	2.57 × Basic Pay	=	Rs. 1,38,317.40
3.	Rounding off the resultant figure to the nearest Rs. 100	=	Rs. 1,38,400
4.	Level corresponding to AGP Rs. 9,000	:	Level 13A
5.	Revised pay in Pay Matrix (Either equal to or next cell higher to Rs. 1,38,400)	=	Rs. 1,39,400

He shall be fixed at Basic Pay of Rs. 1, 39,400/-. The next date of annual increment shall be 1st July, 2016 and pay after increment is Rs. 1, 43,600/-

Illustration -6

College Principal drawing a Basic Pay of Rs. 61,890/- as on 01.07.2015 in the existing Pay Band Rs.37,400-67,000, AGP Rs. 10,000. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

1.	Existing Basic Pay (Pay in PB + AGP)	=	Rs. 61,890/-
2.	2.57 × Basic Pay	=	Rs. 1,59,057.30
3.	Rounding off the resultant figure to the nearest Rs. 100	=	Rs. 1,59,000
4.	Level corresponding to AGP Rs. 10,000	:	Level 14
5.	Revised pay in Pay Matrix (Either equal to or next cell higher to Rs. 1,59,000)	=	Rs. 1,62,300

He shall be fixed at Basic Pay of Rs. 1, 62,300. The next date of annual increment shall be 1st July, 2016 and pay after increment is Rs. 1, 67,200/-

Illustration -7

A Senior Professor drawing a Basic Pay of Rs. 75,420/- as on 01.07.2015 in the HAG Scale of Rs.67, 000-79,000. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

1.	Existing Basic Pay	=	Rs. 75,420
2.	2.57 × Basic Pay	=	Rs. 1,93,829.40
3.	Rounding off the resultant figure to the nearest Rs. 100	=	Rs. 1,93,900
4.	Level corresponding to AGP Rs. 10,000	:	Level 15
5.	Revised pay in Pay Matrix (Either equal to or next cell higher to Rs. 1,93,900)	=	Rs. 1,99,100

He shall be fixed at Basic Pay of Rs. 1,99,100. The next date of annual increment shall be 1st July, 2016 and pay after increment is Rs. 2,05,100/-.

Illustration -8

An Associate Professor drawing a Basic Pay of Rs. 58,660/- as on 01.07.2015 in the existing Pay Band Rs.37,400-67,000, AGP Rs. 9,000. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

1.	Existing Basic Pay (Pay in PB + AGP)	=	Rs. 58,660
2.	2.57 × Basic Pay	=	Rs. 1,50,756.20
3.	Rounding off the resultant figure to the nearest Rs. 100	=	Rs. 1,50,800
4.	Level corresponding to AGP Rs. 9,000	:	Level 13A
5.	Revised pay in Pay Matrix (Either equal to or next cell higher to Rs. 1,50,800)	=	Rs. 1,52,300

He shall be fixed at Basic Pay of Rs. 1,52,300/-. The next date of annual increment shall be 1st July, 2016 and pay after increment is Rs. 1,56,900/-

He is appointed as under graduate college Principal as on 15.7.2019 when he was drawing a basic pay of Rs. 1,71,400/- in Academic Level 13A. On appointment, he shall remain in Level 13A with a basic pay of Rs. 1,71,400/-

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